

2018 Hiring and Compensation Trends



5 Trends Driving Hiring



Unemployment rates are low and hiring competition is intense



Technology, design and marketing are going through a profound change



Hard and soft skills carry equal weight

5 Trends Driving Hiring

Hard Skills

- Design tools
- Video production/motion graphics
- UX/UI
- Programming languages
- Content management systems
- Customer experience
- Digital strategy
- Project management

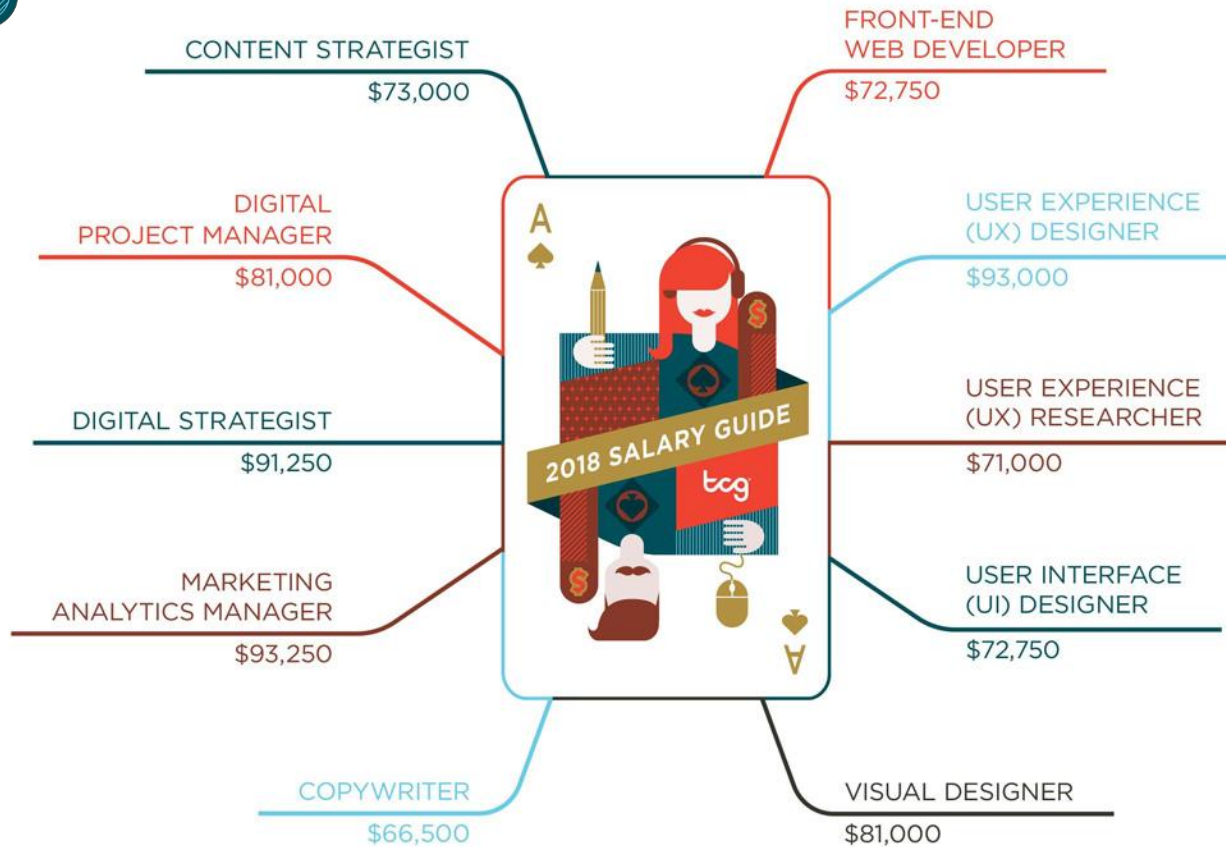
Soft Skills

- Communication
- Collaboration
- Empathy
- Problem solving
- Creative thinking/innovation
- Power of influence
- Ability to attract and retain top talent

5 Trends Driving Hiring



Compensation for in-demand skills is rising



5 Trends Driving Hiring



Retention is top of mind



Top Causes of Employee Turnover

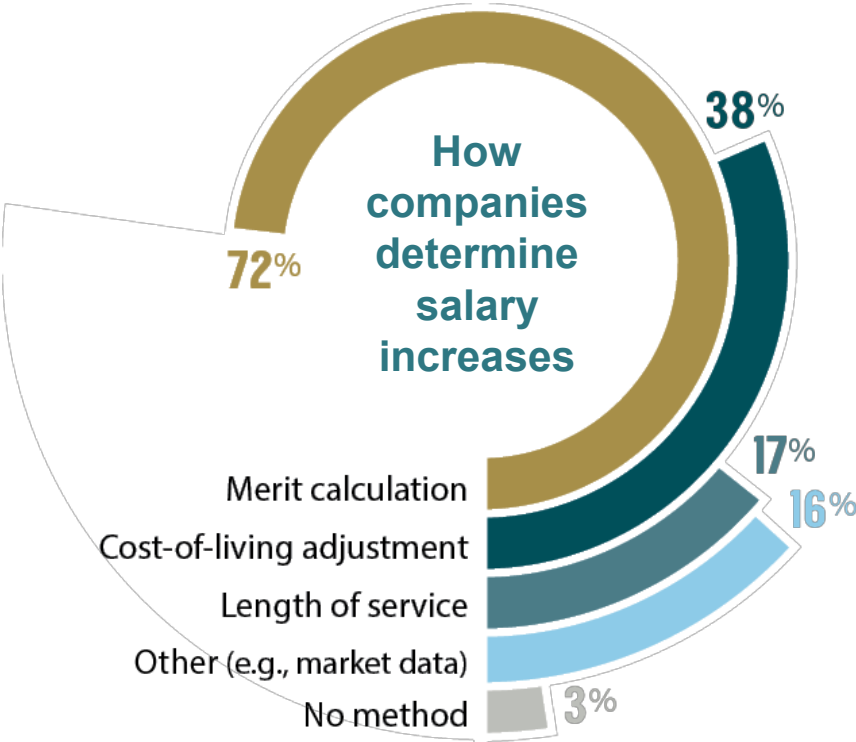
Limited opportunities for career growth

Job boredom

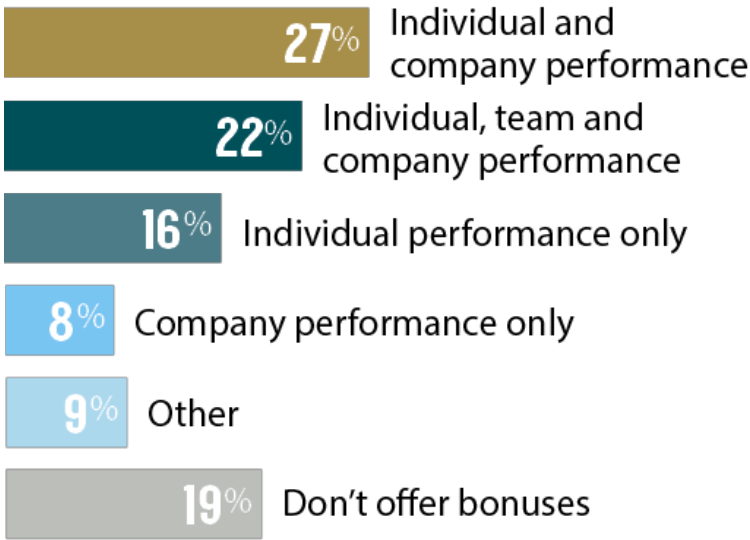
Inadequate compensation and benefits

Current Compensation Practices

Pay to Perks



How does your company determine bonuses?*

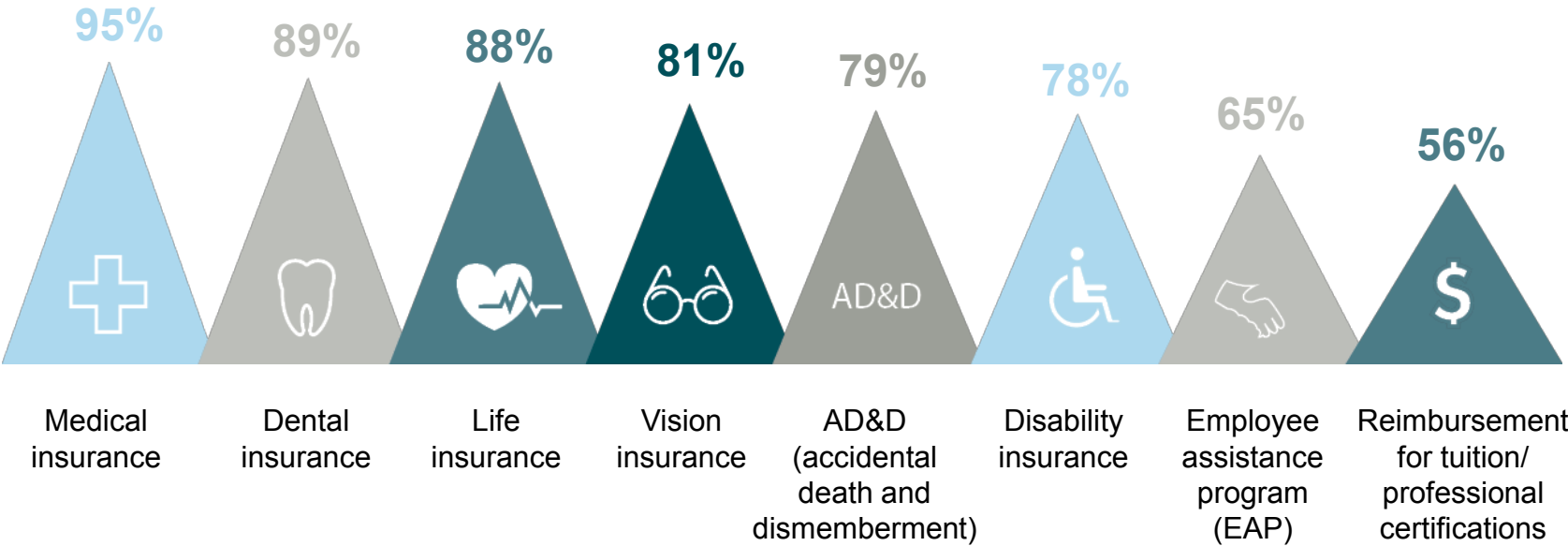


Source: Robert Half survey of more than 740 human resources, compensation and benefits professionals in North America
*Responses do not total 100 percent due to rounding.

Current Compensation Practices

Pay to Perks

Most common benefits offered*

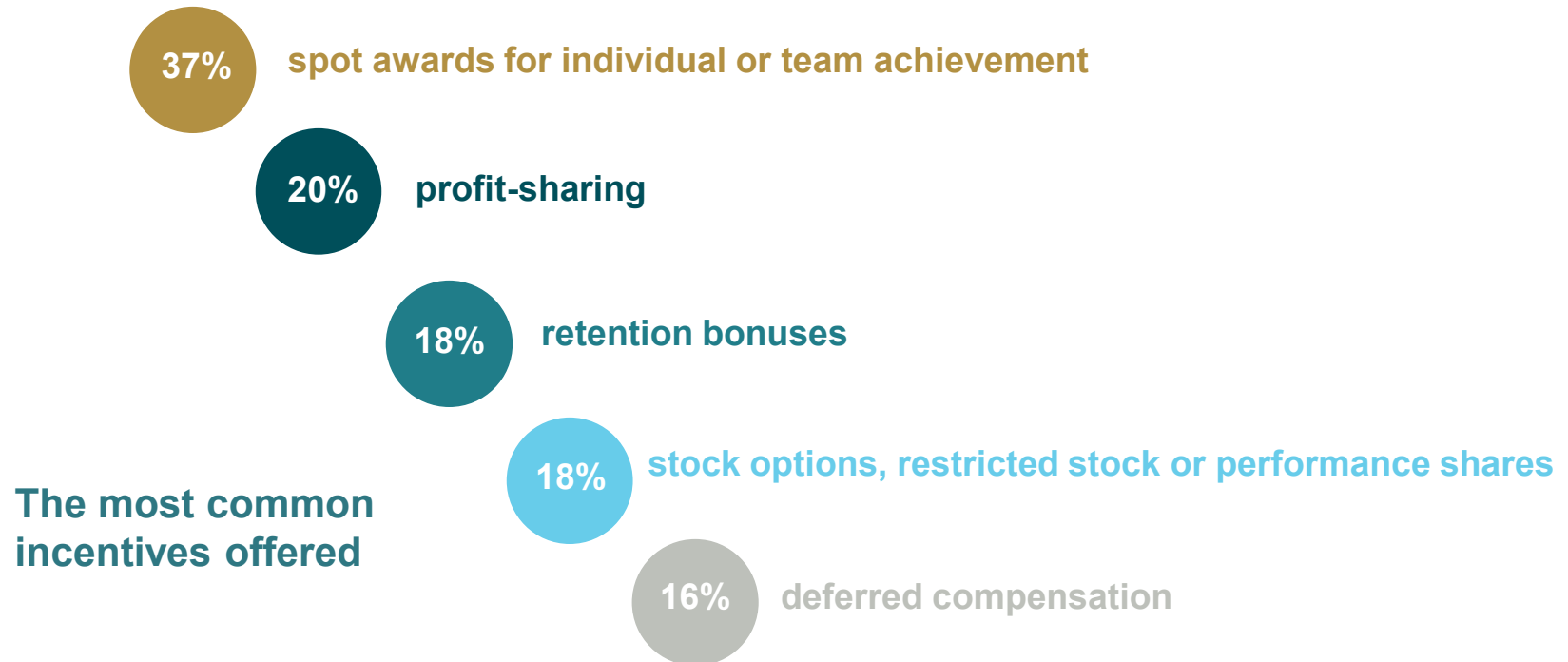


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Current Compensation Practices

Pay to Perks

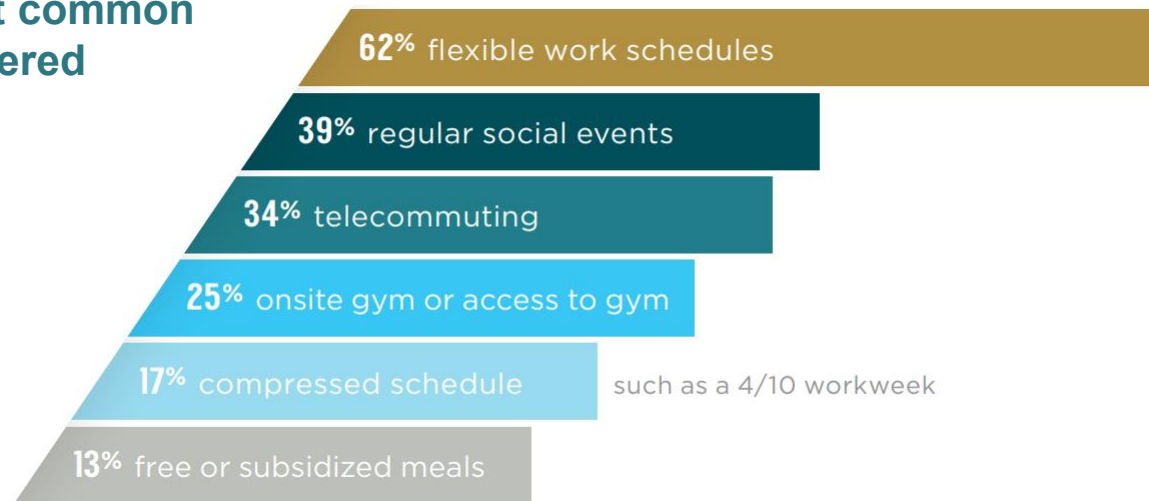


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Current Compensation Practices

Pay to Perks

The most common perks offered



Source: Robert Half survey of more than 740 human resources, compensation and benefits professionals in North America

Current Compensation Practices

Pay to Perks



Pay for performance: Nearly 2 out of 3 companies tie compensation to organizational or individual performance.

Helping employees save for retirement: Seventy-five percent of companies offer a 401(k) or RRSP. On average, employers match 3 to 4% of employees' contributions.



Time-off policies: On average, employers offer 14 days of paid vacation for the first 5 years of employment, plus 9 paid holidays, including floating holidays.

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